



## Safeguarding Policy.

### **Purpose**

Everyone has a duty to safeguard children, young people and vulnerable adults. The policy lays out the commitments made by Herriard Parish Council (HPC), and informs staff and associated personnel of their responsibilities in relation to safeguarding.

### **Definitions**

**Children and young people:** Anyone under the age of 18 years

**Vulnerable Adult:** Anyone over 18 who is:

- Unable to care for themselves
- Unable to protect themselves from significant harm or exploitation
- Or may be in need of community care services

### **To whom this policy applies**

This policy applies to anyone working for or on behalf of the Parish Council whether in a paid, voluntary or commissioned capacity, for example contracted to do a piece of work. However, HPC has no powers or responsibilities for Community or Children's groups. When on land managed by the Parish Council or attending events organised by the Parish Council, children, young people or vulnerable adults do so with the consent of a parent, carer or responsible adult. Individuals or groups undertaking events or functions using Parish Council facilities are expected to have in place a Safeguarding Policy, at a minimum similar or equivalent to this Safeguarding Policy.

### **What is safeguarding?**

In the UK, safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect<sup>1</sup>.

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<sup>1</sup> NHS 'What is Safeguarding? Easy Read' 2011

## **Policy statement**

Herriard Parish Council will undertake all reasonable measures to promote the safety of children and vulnerable adults.

HPC believes that everyone we come into contact with, regardless of age, gender identity, disability, sexual orientation or ethnic origin has the right to be protected from all forms of harm, abuse, neglect and exploitation by others. HPC will not tolerate abuse and exploitation by staff or associated personnel.

HPC commits to addressing safeguarding throughout its work, through **prevention, reporting and response**.

## **Prevention**

HPC will:

- Ensure all councillors and staff have access to, are familiar with, and know their responsibilities within this policy.
- Design and undertake all its activities in a way that protects children and vulnerable adults from risk of harm
- Consider safeguarding procedures when recruiting, managing and deploying councillors, staff and associated personnel.
- Ensure councillors and staff are aware of safeguarding at a level commensurate with their role in the organization.
- Follow up on reports of safeguarding concerns promptly and according to due process.
- Additionally, HPC councillors, staff and associated personnel are obliged to contribute to creating and maintaining an environment that prevents safeguarding violations and promotes the implementation of the Safeguarding Policy.

## **Reporting**

HPC will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to staff and the communities we work with.

HPC councillors, staff and associated personnel are obliged to report any concerns or suspicions regarding safeguarding violations by an HPC councillor, staff member or associated personnel to the council Chair, or Vice Chair as appropriate.

Any staff reporting concerns or complaints through such formal channels will be protected from any consequences or retaliation.

HPC will also accept complaints from external sources such as members of the public, partners and official bodies.

The Parish Council will follow the Hampshire procedures for managing allegations against staff and associated personnel by contacting the Local Area Designated Officer (LADO) on 01962 876364. No investigation or action should be taken before consultation with the LADO.

While safeguarding is a general responsibility, it is not the responsibility of HPC to determine if any abuse is taking place. Any concerns should be reported to the appropriate authorities.

- Children and Adult Services are dealt with by Hampshire County Council.
- If HPC or any individual has any concerns that a child or adult might be being abused they should contact the Children or Adult Services Department, as appropriate.
- During office hours (8.30am-5.00pm) Children's Services: 0300 555 1384
- At all other times out-of-hours Service: 0300 555 1373
- Adult Services: 0300 555 1386
- For all emergency situations call 999.
- Ref: [Report child abuse | Children and Families | Hampshire County Council \(hants.gov.uk\)](https://www.hants.gov.uk)

### **Response**

HPC will follow up safeguarding reports and concerns according to this policy and the relevant legal and statutory obligations.

HPC will apply appropriate disciplinary measures to staff found in breach of this policy.

### **Confidentiality**

It is essential that confidentiality is maintained at all stages of the process when dealing with safeguarding concerns. Information relating to the concern and subsequent case management should be shared on a need to know basis only, and should be kept secure at all times.

Signed Chair:.....

Signed Parish Clerk:.....

Adopted: March 2022

Review: March 2024

## **Further definitions**

### **Abuse**

Somebody may abuse or neglect another by inflicting harm, or by failing to act to prevent harm.

### **Harm**

Physical, psychological and any other infringement of an individual's rights, including (but not limited to) humiliating and degrading treatment such as bad name calling, constant criticism, belittling, persistent shaming, solitary confinement and isolation

### **Sexual abuse**

The term 'sexual abuse' means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

### **Sexual exploitation**

The term 'sexual exploitation' means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. This definition includes human trafficking and modern slavery.

## **Further References**

Statutory guidance on safeguarding and the promotion of the welfare of children and vulnerable adults can be found in [Working together to safeguard children - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/616226/Working_together_to_safeguard_children_-_2016.pdf).